



Big Brothers Big Sisters.  
EASTERN MASSACHUSETTS, CAPE COD & THE ISLANDS

# IMPACT REPORT 2023

# INTRODUCTION

Your unwavering support has allowed us to continue our mission of providing youth across Eastern Massachusetts, Cape Cod, and the Islands with nurturing, professionally supported relationships with adult mentors.

We are thrilled to present our 2020 Impact Report, which reflects on the past year. Your generosity ensured that our organization could persist in supporting youth and families in our communities.

Thanks to your response this year, we made over 1,000 new matches, raised \$8.4 million, and helped over 3,300 youth with caring adult mentors who will offer the assistance, guidance, and consistency to deserving youth.

We extend our heartfelt gratitude for ensuring our youth have access to our programs. In the upcoming months, we hope to come together in support of our mission and celebrate the strength of our extraordinary community. On behalf of our Bigs, Littles, Families, and staff, we express our deep appreciation for your steadfast support of our agency.

*Thank You.*



# WHO WE ARE

## OUR MISSION

Big Brothers Big Sisters of Eastern Massachusetts partners with families to provide their children with transformational, one-to-one, professionally-supported relationships with caring adult mentors so that their children will thrive.

## OUR VISION

Our vision is to inspire, engage and transform the communities of Eastern Massachusetts by helping youth achieve their full potential, contributing to healthier families, better schools, brighter futures and stronger communities. All of our services are focused on one core concept: that long-term, one-to-one adult-child mentoring friendships empower youth to thrive and succeed.

We work with families, volunteers and other providers in the community to identify and enroll youth (primarily those who live in under-resourced households and communities, and/or single-parent families) and then create, support and sustain matches between youth and caring, qualified adult volunteer mentors.

## WHO WE SERVE

### 84% BIPOC\* YOUTH

\*Black, Indigenous, Persons of Color



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\*Black, Indigenous, Persons of Color

- 34% Hispanic/Latinx
- 32% Black/African American
- 14% White / Non-Hispanic
- 13% Multi-racial
- 5% Asian
- 2% Other



82%

Facing financial  
adversity



66%

Single-parent/  
guardian household



81%

Experienced trauma  
in the last year



**87%**

of Mentors and Mentees say that their mentorships make them feel empowered

# THE NEED IN OUR COMMUNITIES

Big Brothers Big Sisters mentoring is vital now more than ever. One of the most significant consequences of the COVID-19 pandemic was social isolation for youth - children were largely disconnected from their schools, churches, and other community services and suffered developmental consequences as a result. Families that were already facing challenges such as poverty, limited access to healthcare, substance abuse, and a general lack of support resources are now struggling more than ever to deal with the lingering impacts of a global health crisis.

Public schools are struggling to meet the needs of a changing student population, resulting in high demand for our services. Over the past two years, our organization has received more referrals from schools, community agencies, and families than ever before in our history.

**Data from the Massachusetts Department of Elementary and Secondary Education shows the number of students identified as "high need" has increased dramatically in the state, with significant learning loss and higher rates of mental illness found in children.**

## OUR RESPONSE: COMMITMENT 10,000

In response to this overwhelming increase in need, Big Brothers Big Sisters of Eastern MA has launched "Commitment 10,000" – our plan to reach, serve, and produce positive outcomes, through mentoring, for at least 10,000 children living in Eastern Massachusetts over the next five years.

To reach our ambitious goals, we are making immediate and sustained investments in Family Outreach, Child Enrollment, and Volunteer Recruitment. Our plan emphasizes individualized outcomes for every young person, a commitment to re-engaging youth, families and volunteers to maximize long-term support, and the promotion of equity, diversity and inclusion to ensure the empowerment of traditionally under-served youth and families. These priorities are community-driven, jointly determined by our organization and the families we serve, key community partners, and our donors.



# OUR OUTCOME-FOCUSED PROGRAMS

We emphasize individualized outcomes for every young person, and we are committed to serving youth across the age spectrum of 6-24. We now provide a continuum of developmentally appropriate mentoring programs for youth of all ages, and all programs are grounded in the core principle that youth thrive when they have consistent, ongoing support from a caring non-family adult role model.

To produce the strongest possible outcomes for youth, we work closely with youth, families and volunteers to ensure that each participant in our programs is engaged with a mentor who "meets the young person where they are, at that time" and promotes high-impact positive youth development with the help of our highly qualified, professional Match Support team.

## OUR PROGRAMMING MODELS INCLUDE:



### COMMUNITY-BASED MENTORING

Matches meet 2-4 times monthly and engage in activities in community settings. Mentors are adult volunteers from the community at-large recruited organically or by a wide variety of volunteer recruitment activities and events.



### SCHOOL/CAMPUS BASED MENTORING

Matches meet regularly during the school year. We partner with colleges/universities, public elementary schools and municipal public housing authorities to provide mentoring supports for low-income youth. Children are transported from housing developments/schools to college campuses, where they meet with their mentors (undergraduate students) to not only receive critical mentoring supports but also engage in great on-campus experiences that introduce them to the possibility of a college education.



### BIG FUTURES MENTORING

Big Futures Mentoring (BFM) is our technology-enhanced one-to-one mentoring program that provides transformative support for low-income first-generation, high school students. The program guides students toward high school graduation, prepares them for transitions to college and the workforce, and empowers their potential for long-term success. BFM students connect with their mentors online weekly and meet monthly in person at after-school Events. Following graduation from BFM, students ages 18-24 enter our Pathways program, where they receive supports key to college persistence and career success.



# BIG OF THE YEAR BRAD ROBERTS

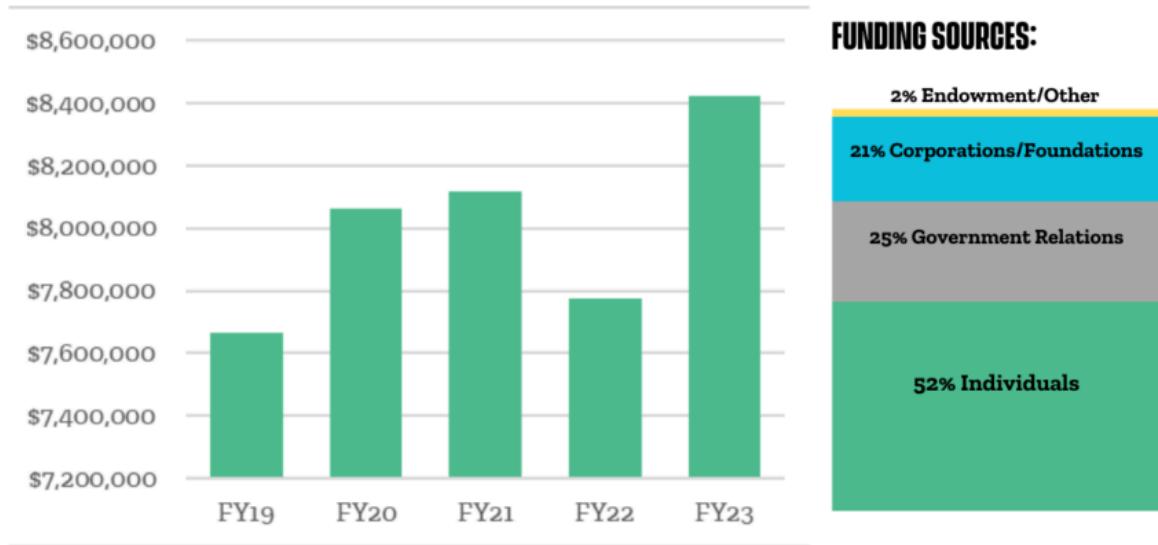
Roberts started mentoring in 1985 at the University of New Hampshire. Over the past 38 years, he watched his first Little, Chris, graduate from college, get married, have two sons, suffer loss, and find love again. Roberts re-engaged with the organization in 2014 after becoming an empty nester.

Despite living in the same city, Roberts and his Little, Xzavier, felt worlds apart. Over the past nine years, Xzavier has faced numerous challenges, but Roberts has been there to listen, encourage, and empathize with him. Roberts' mentoring has given Xzavier someone to confide in, help carry the burden, and walk alongside as he goes through challenges in his life. Roberts says, "I became a Big to 'give' and unknowingly ended up 'receiving' so much. My relationship with Xzavier has made me a better person as he has challenged me to be patient and to open my eyes to living in someone else's shoes."

**Our agency is committed to financial transparency and sharing the impactful ways donor support sustains and expands our mentoring programs.**

## FUNDRAISING

In Fiscal Year 2023, the agency raised over \$8.4 million dollars. Nearly three-quarters of our funding comes from private sources – donations from individuals, foundations and corporations who share our vision for the children and communities we serve.



## THANK YOU TO OUR MOST GENEROUS DONORS

Thank you to our most generous, multi-year donors, who provide unimaginable support to our agency every year.

AD Makepeace Company  
Robert and Michelle Atchinson  
Christopher Bacon and Rachel Cash-Bacon  
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Marty and Tristin Mannion  
Paul and Diane Manning  
Susan and Christopher Mitchell  
James and Kimberly Pallotta  
Kevin and Tracy Routhier



**\$8,423,310**

raised from our community

**3,307**

youth supported

# PARTNERS IN OUR WORK

The strength of our organization is grounded in our network of over 100 community partners – including public and private schools, colleges and universities, municipal agencies, corporations, and other youth-serving non-profit organizations. Our partnerships supercharge our ability to recruit volunteer mentors and deliver innovative, impactful programming that reaches as many children as possible.



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& Company

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BCG



mass  
mentoring m



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**WE THANK YOU  
FOR YOUR CONTINUED SUPPORT OF  
OUR YOUTH**



**Big Brothers Big Sisters.**

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